

First, legislation should ensure the right of Americans to choose how to protect the privacy and security of their communications and information;

Second, legislation should bar a government-mandated key escrow encryption system;

Third, legislation should establish both procedures and standards for access by law enforcement to decryption keys or decryption assistance for both encrypted communications and stored electronic information and only permit such access upon court order authorization, with appropriate notice and other procedural safeguards;

Fourth, legislation should establish both procedures and standards for access by foreign governments and foreign law enforcement agencies to the plaintext of encrypted communications and stored electronic information of United States persons;

Fifth, legislation should modify the current export regime for encryption to promote the global competitiveness of American companies;

Sixth, legislation should not link the use of certificate authorities with key recovery agents or, in other words, link the use of encryption for confidentiality purposes with use of encryption for authenticity and integrity purposes;

Seventh, legislation should, consistent with these goals of promoting privacy and the global competitiveness of our high-tech industries, help our law enforcement agencies and national security agencies deal with the challenges posed by the use of encryption; and

Eighth, legislation should protect the security and privacy of information provided by Americans to the government by ensuring that encryption products used by the government interoperate with commercial encryption products.

Do you agree with these goals?

Mr. ASHCROFT. Yes, I agree with these goals and will look to these same items as a reference point for the drafting, introducing and passage of encryption reform legislation.

Mr. LEAHY. Would the Senator agree to work with me on encryption legislation that achieves these goals and that we could bring to the floor this Congress?

Mr. ASHCROFT. Yes, I believe it is critical for us to address this issue and soon. I also believe that we should work together to produce a piece of legislation that demonstrates our position on encryption policy.

EQUAL PAY DAY

Mr. LEAHY. Mr. President, tomorrow, April 3, 1998, is Equal Pay Day. This is the day by which women will have had to work all of 1997 and the first three months of 1998 to make what a man made in 1997 alone. We are not talking about jobs requiring different skills or abilities. We are talking about equal pay for equal work. This is not a glass ceiling, this is a glass wall. Women cannot break the

glass ceiling until the wall comes down and they are given the equal pay that they deserve.

Early in the next century, women—for the first time ever—will outnumber men in the United States workplace. In 1965, women held 35 percent of all jobs. That has grown to more than 45 percent today. And in a few years, women will make up a majority of the workforce.

Fortunately, there are more business and career opportunities for women today than there were thirty years ago. Unlike 1965, federal, state, and private sector programs now offer women many opportunities to choose their own futures. Working women also have opportunities to gain the knowledge and skills to achieve their own economic security.

But despite these gains, working women still face a unique challenge—achieving pay equity. The average woman earns 74 cents for every dollar that the average man earns. According to a study by the National Academy of Sciences, one-half of the pay gap is due to discrimination. This is unacceptable.

This discrimination is evident even in traditionally female professions such as nursing. For example, Marcelle, my wife, is a registered nurse. Female registered nurses make on average \$7,600 a year less than men. It is unacceptable when female nurses make only 80 percent of the wages of their male counterparts for the same work.

My home state of Vermont is a leader in providing pay equity. According to the Institute for Women's Policy Research, Vermont ranks third in providing equal pay. Even with this ranking, the average woman in Vermont still is making less than 76 cents for every dollar that the average man makes in Vermont. We must work in the Senate and in the workplace to close this gap.

I am pleased to join Senator DASCHLE in reintroducing the Paycheck Fairness Act. This legislation will help to address the problem of pay inequality by redressing past discrimination and increasing enforcement against future abuses.

Senator HARKIN is also a true leader on pay equity. I am an original cosponsor of his bill, the Fair Pay Act, which prohibits pay discrimination based on sex, race or national origin. These two pieces of legislation will help to provide women with what they deserve: equal pay for equal work.

I understand that these bills will not solve all of the problems of pay inequity, but they will close legal loopholes that allow employers to routinely underpay women. By closing these loopholes, we will help women achieve better economic security and provide them with more opportunities.

Women are being advanced in the workplace and the glass ceiling is slowly cracking. Last year, President Clinton appointed Madeline Albright as the first female Secretary of State, and I am proud that Vermont is also a leader

in advancing women in the workplace. The University of Vermont has a female president, Dr. Judith Ramaley, and Martha Rainville was recently elected Adjutant General of the Vermont National Guard—the first woman in the nation to hold this position. While women are advancing in the workplace, we need to ensure that they are receiving fair pay for their work.

I want to commend Senator DASCHLE and Senator HARKIN on their initiative in introducing the Paycheck Fairness Act and the Fair Pay Act. I also want to recognize and commend the hundreds of organizations around the country that will recognize tomorrow as Equal Pay Day.

POSITIVE SYSTEMS

Mr. BURNS. Mr. President, I stand today to recognize one of Montana's next generation jewels—Positive Systems in Whitefish, Montana. As a result of the dedication and commitment to their industry, Positive Systems has been recognized by the 1998 Governor's Excellence in Exporting Award Certificate of Appreciation.

Incorporated in 1991, Positive Systems provides a technical service in a rather unique and young industry. Dale Johnson, Cody Benkelman and Ron Behrendt designed a digital aerial photography service that will benefit many sectors of our economy. Positive Systems is the only business using such methods in the rapidly growing aerial mapping industry. These three men from different backgrounds combined their skills to launch this new enterprise.

Positive Systems has mapped landscapes throughout the world working for everyone from farmers to NASA. The four cameras mounted in a small aircraft take pictures in the visible spectrum as well as in the near infrared. Although the human eye is capable of sensing just a portion of the entire light spectrum, the cameras can see much more. The camera lenses pick up the nearest infrared which has several remarkable attributes including the fact that it interacts with chlorophyll, reflecting very well off of healthy plants.

By designating a color to the near infrared the cameras can detect the amount of light bouncing off of a given plant—the more reflective the plant, the healthier it is. In an age of high-tech, precision agriculture, every advantage helps. An acre of farmland, for instance, can support upward of 11,000 heads of lettuce; so to lose even a few acres on a corporate farm can mean a huge financial impact.

Understanding the whole system is a primary focus at NASA, where the Earth sciences program is providing government funds for private sector research into global change over time. In addition, Positive System teams with